



Faculty Association Negotiations Update #11

STRONGER TOGETHER!

To: All Faculty

From: Sandra Esslinger, Lead Negotiator

Date: 06/14/2024

This update provides our members with a very general summary of what is happening in negotiations.

We met with the District team for the 13th time on Friday, June 14, 2024.

Team members In attendance:

District: Sokha Song, Francisco Dorame, Tami Pearson, Lance Heard

FANT: Sandra Esslinger, Herschel Greenberg, Benjamin Vu, Joshua Christ, David Mrofka, Robin Devitt (CTA)

Overview: In this negotiation, we exchanged three (3) responses and proposals. The District brought forth one (1) response, and the Faculty Association (FA) presented two (2) responses, ending the meeting two hours early. The FA expected more responses from the District, including the financial proposals. **As of this negotiation, the district owes the FA twelve (12) responses to date, while the FA owes the district two (2) responses.**

The FA worked hard to close this year's contract in June. Since that didn't happen, our next meeting is scheduled for July 1.

The FA did not exercise its right to reopen any part of the contract, except for the automatic reopeners—Appendices, Benefits, and Salaries. The FA's focus is and has been on Salaries, Benefits, and Longevity. We have not resolved these areas yet.

However, the goal to close in June has not materialized because we are still awaiting twelve (12) responses from the District. Most importantly, they include our salary, benefits, and longevity bonuses. They also include adjunct office hour increases, increases to adjunct Professional Growth Hours (PGH), and initial placement on the salary schedule for adjuncts. The district has not responded to ANY financial proposals by the FA, no matter how small.

Yet, we prioritized their needs for Article 13: Distance Learning and added additional meetings to our schedule to resolve and immediately implement what was necessary for accreditation. The faculty's well-being is no less important!

District Response:

Article 10.M.4–Chair Elections: The faculty proposed chair elections to clarify the process. Several questions have been raised about who executes the process and about the process itself. The FA will respond at a future negotiation.

Faculty Response:

Article 10.S & 18.G.9—Department Meetings (Contract Clean-up): This issue is regarding the modality of department meetings. One part of the contract says that Department Chairs must conduct in-person meetings (18.G.9), while another part requires professors to be offered the option to join remotely (10.S), forcing hybrid department meetings without the infrastructure. The FA had originally proposed two minor deletions to resolve this issue to allow for status quo scheduling that at the discretion of the department may be all online or hybrid. The District rejected these changes that would require a hybrid modality without infrastructure. **Upon further discussion, the district stated that they wish to require faculty to have our cameras on for Zoom meetings, advancing a double standard as it holds the faculty to a different standard than students and managers. This is currently part of a shared governance process, and the FA hopes the district will not counter this proposal attempting to circumvent that process.**

Tentative Agreement:

Article 21–Mutual Agreement: The Dispute Resolution process is now covered by an Administrative Procedure, but mutual agreement remains in the contract. Dispute Resolution is used for issues that are not direct contract violations and generally is used to resolve issues between two faculty members. This is something CTA recommends that unions do not engage in as part of the contract. The District proposal was to remove the entire article, including Mutual Agreement which is a critical part of multiple sections of our contract. The FA protected this part of the process.

The Faculty Association Negotiation Team is working hard to protect our profession!

Now that we are negotiating into the summer, we need your ongoing commitment to this process. We know that you have plans for the summer. Please join us at the next Board of Trustees meeting on Tuesday, June 25. We still need your full support to be seen as we fight for:

- Full COLA
- 15-year longevity step and an equitable structure like all other employee groups
- Protection of our professional autonomy and integrity

We need you to support negotiations. Sign up for text notifications from the FA: Text “Join FT” or “Join PT” to 424-334-0655. Or contact the FA Organizer, Maya Alvarez-Galván, at malvarez_galvan@hotmail.com.

United We Are Stronger!